

Ryan Q. Keech (SBN 280306)
Ryan.Keech@klgates.com
Gabriel M. Huey (SBN 291608)
Gabriel.Huey@klgates.com
Stacey Chiu (SBN 321345)
stacey.chiu@klgates.com
Rebecca Makitalo (SBN 330258)
rebecca.makitalo@klgates.com
K&L GATES LLP
10100 Santa Monica Boulevard
Eighth Floor
Los Angeles, California 90067
Telephone: +1 310 552 5000
Facsimile: +1 310 552 5001

Attorneys for Defendant
CHECKMATE.COM INC.

UNITED STATES DISTRICT COURT
CENTRAL DISTRICT OF CALIFORNIA

ARJUN VASAN,
Plaintiff,
v.
CHECKMATE.COM, INC.,
Defendant.

Case No. 2:25-CV-00765-MEMF-JPR

Hon. Maame Ewusi-Mensah
Frimpong

**DECLARATION OF AMY
BROWN**

*[Filed concurrently with Motion to
Dismiss or Transfer Venue,
Declaration of Vishal Agarwal,
Declaration of Stacey Chiu, Request
for Judicial Notice [Proposed]
Order]*

Hearing Date: May 22, 2025
Time: 10 a.m.
Courtroom: 8B

Complaint Filed: January 28, 2025

1 I, Amy Brown , declare

2 1. I am a resident of Overland Park, Kansas and over the age of eighteen
3 (18) years of age. I am a Vice President of Human Resources, US, at
4 Checkmate.com, Inc. ("Checkmate"). I have worked for Checkmate since August
5 2022. I have personal knowledge of the facts stated herein and I am otherwise
6 competent to testify. I submit this declaration in support of Checkmate's Motion to
7 Dismiss or, in the Alternative, Transfer this case.

8 2. As the Vice President of Human Resources, I am responsible for and
9 overseeing all human resources functions at Checkmate, including employee
10 relations, compliance, onboarding and offboarding, benefits administration,
11 disability accommodations, leave requests, and HR policy implementation.

12 3. I am a fully remote employee and am located in Overland Park, Kansas.

13 4. My understanding is that Arjun Vasan at times was living in Cerritos,
14 California when he started working as a remote employee at Checkmate.

15 5. On or around August 3, 2024, Mr. Vasan relocated to 1106 Godfrey
16 Street, Midland, Texas.

17 6. On or around August 19, 2024, Mr. Vasan informed me of his move to
18 Texas via the Slack messaging service and sought to update his state of residence
19 with Checkmate. Attached hereto as **Exhibit A** is a true and correct copy of the Slack
20 message communications between Mr. Vasan and me from August to September
21 2024.

22 7. On or around August 31, 2024, Mr. Vasan then asked me to ensure that
23 this tax withholdings reflected that he was a Texas resident before he received his
24 upcoming bonus payment.

25 8. On or around September 5, 2024, I informed Mr. Vasan that his pay
26 statements reflected no California state tax or unemployment insurance withholdings
27 as of at least September 7, 2024. I also informed him that his past three wage
28 statements, which should have reflected his residency in Texas, had been corrected

509213646.2

1 and that he would be receiving a refund for California unemployment insurance and
2 state income tax deductions.

3 9. Attached hereto as **Exhibit B** is a true and correct copy of Mr. Vasan's
4 2024 W-2 Form.

5 10. Attached hereto as **Exhibit C** is a true and correct copy of Mr. Vasan's
6 September 7, 2024 wage statement.

7 11. As a fully remote employee, Mr. Vasan was not required to return to
8 California for work purposes nor was he asked to. Mr. Vasan was never assigned to
9 or reported to any California office. Mr. Vasan's job duties were not related to any
10 California-based operation.

11 12. Following the merger, concerns about Mr. Vasan's behavior began to
12 arise. Mr. Vasan became increasingly disruptive in team communications, often
13 sending long, argumentative messages via Slack at odd hours, including to
14 Checkmate's CEO and founder, Vishal Agarwal. He was also confrontational in
15 meetings and repeatedly demonstrated insubordination when decisions did not align
16 with his personal preferences. For example, in May 2024, Mr. Vasan traveled to
17 Chicago to attend a national restaurant convention. It was reported to HR that during
18 a meeting at Checkmate's booth, he had a disruptive outburst that caused the meeting
19 to end prematurely. It was also reported to HR that on or around October 14, 2024,
20 Mr. Vasan sent a barrage of over 40 Slack messages to Checkmate leadership in a
21 single morning. As a result of this behavior Mr. Vasan was issued a formal final
22 warning. This pattern of behavior continued through the summer and fall of 2024.

23 13. On or around October 22, 2024, Mr. Agarwal, Mike Bell, Strategy Chief
24 at Checkmate, and I held a Zoom call with Mr. Vasan to inform him that he was no
25 longer fit to serve in a management role. However, he was offered the opportunity
26 to remain as an individual contributor.

27
28 509213646.2

1 14. On or around October 23, 2024, Mr. Vasani requested medical leave. I
2 approved a personal medical leave, granting two weeks of paid time off upon receipt
3 of certification from his healthcare provider of his need for leave.

4 15. While Mr. Vasani was on leave, he continued to send disruptive
5 messages to the team, leading to a request from Mr. Agarwal to suspend his access.
6 On or around November 3, 2024, I sent an email to Mr. Vasani notifying him that his
7 access to Slack had been disabled. Attached hereto as **Exhibit D** is as true and correct
8 copy of my November 3, 2024 email to Mr. Vasani.

9 16. On November 14, 2024, Mr. Agarwal, Mr. Bell, and I met with Mr.
10 Vasani via Zoom to address the fact that he had contacted a competitor of Checkmate
11 to discuss the possibility of joining their company. On the same day, after the
12 meeting, Mr. Vasani sent an email to Mr. Agarwal and copying me and Mr. Bell
13 stating that he was resigning.

14
15 I declare under penalty of perjury under the laws of the United States of America that
16 the foregoing is true and correct. Executed this 26th day of March 2025 in Overland
17 Park, Kansas.

DocuSigned by:

Amy Brown

BD7054C7C7B64EC

AMY BROWN

EXHIBIT A

August 19th, 2024 ▾

**Arjun Vasan (LD 11.14.2024)** 1:16 AM

Hi amy, i moved to texas a few weeks back, how do i change my state of residence for checkmate?

My new address is 1106 Godfrey St, Midland Tx 79703

**Amy** 8:46 AM

Hi Arj,

Thank you for letting me know about your move to Texas. I have updated your city and state on our internal tracking sheet.

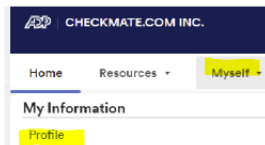
You will need to update your address in our HRIS system with ADP, I have attached the directions once you are signed into ADP. Here is the link to ADP's sign in screen in case you do not have it saved from when you started: [https://online.adp.com/signin/v1/?APPID=WFNPortal&productId=80e309c3-7085-bae1-e053-\[...\]5495&returnURL=https://workforcenow.adp.com/&callingAppId=WFN](https://online.adp.com/signin/v1/?APPID=WFNPortal&productId=80e309c3-7085-bae1-e053-[...]5495&returnURL=https://workforcenow.adp.com/&callingAppId=WFN)

If you have any other questions, let me know.

Word Document ▾

**Address change instructions for ADP.docx**

Word Document

**Arjun Vasan (LD 11.14.2024)** 9:48 PM

I've updated my address there, how do I upload the state tax withholding settings?

August 31st, 2024 ▾

September 3rd, 2024 ▾

**Amy** 11:15 AM

Hi Arj,

I can't see your payroll screen since it's handled by ADP. Please contact ADP's my life advisor at [844-448-0325](tel:844-448-0325). I believe they are available until 5 or 6 pm Central time. They can help you get your taxes set up for Texas.

September 4th, 2024 ▾

**Arjun Vasan (LD 11.14.2024)** 12:21 AM

i wanted to make sure it was updated prior to the upcoming bonus payment. they said it will take a few more days to update. can you please make sure to notify me prior to the bonus payment being scheduled?

**Amy** 9:11 AM



Hi Arj, Your bonus is not on Friday's paycheck. Your taxes will be updated prior to the bonus being paid. I do not have the date for the Payment. Mike and Vishal notify me after they let you all know when it is being paid.




September 5th, 2024 ▾

 **Amy** 10:04 AM

Hi @Arjun Vasan (LD 11.14.2024) The payroll department let me know they need your effective date for your move to Texas. They need to get the proper State's required information updated. You mentioned on August 19th that you moved a few weeks back. Please let me know the date so I can get it to our payroll department as soon as possible.

 **Arjun Vasan (LD 11.14.2024)** 10:22 AM
august 3rd **Amy** 10:23 AM

Thank you. Payroll did mention if it has been a few payrolls they will have to go back and make adjustments so you may see adjustments on your next check if any are needed between the two states.

 1  **Amy** 3:17 PM


Hi @Arjun Vasan (LD 11.14.2024), Payroll has processed adjustments for the past 3 payrolls, and they sent me the following stating the amount of your refunds you will receive on your next check.

From Payroll rep:

I have added corrections to Arjun's last 3 payrolls in which he should have been coded for TX but was coded for CA. He will receive a refund for the California SUI (\$350.93) and California State Income Tax (\$2775.93).


 1 

September 9th, 2024 ▾


 **Arjun Vasan (LD 11.14.2024)** 10:34 AM

Hi @Amy do you know if the state was updated yet?

(i.e. Mike is asking about bonus payment, and I wanted to make sure it was updated for that)

      **NEW** **Amy** 10:40 AM

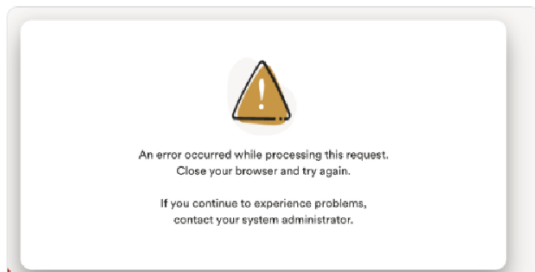
In ADP under your pay profile it shows Texas as the lived in, worked in. You can see this info under ADP under myself/Pay/Pay & Tax Statements.

 **Arjun Vasan (LD 11.14.2024)** 10:43 AM

Ok great thanks looking now

hi so i am getting this will try again later, but if you don't mind just checking if the withholding section no longer says california i can respond to mike now

Screenshot 2024-09-09 at 10.46.45 AM.png ▾



**Amy** 11:05 AM

September 9th, 2024 ▾

I am unable to see your complete payroll information. The screenshot is all I can see on my end. If you continue to get the error, please call ADP TotalSource since they process our payroll since they are our PEO.

image.png ▾

xx Withholdings		
Federal >		
Filing Status Single or Married Filing Separately	Tax Withds. None	
State >		
STATE	TYPE	SUI/SCE
Texas	Lived In, Worked In	TX-63 Texas

**Amy** 12:24 PM

Hi Arj, I did ask our payroll contact, and she said they corrected your last 3 payrolls, which should have been coded for TX but were coded for CA. You will receive a refund for the California SUI overpayment of \$350.93 and for the California State Income Tax overpayment of \$2775.93.

These refunds will be on your next check.

September 20th, 2024 ▾

**Arjun Vasan (LD 11.14.2024)** 12:22 PM

hi @Amy thanks so much for your help, looks like it is sorted out!

EXHIBIT B

2024 W-2 and EARNINGS SUMMARY

ID #:241

This blue section is your Earnings Summary which provides more detailed information on the generation of your W-2 statement. The reverse side includes instructions and other general information.

Employee Reference Copy			
W-2 Wage and Tax Statement 2024			
Copy C for employee's records. OMB No. 1545-0008			
d Control number	Dept.	Corp.	Employer use only
000214 NCT3/6VW			T 27
c Employer's name, address, and ZIP code			
ADP TOTALSOURCE FL XVII INC CHECKMATE.COM INC. 10200 SUNSET DRIVE MIAMI FL 33173			
Batch #07006			
e/f Employee's name, address, and ZIP code			
ARJUN VASAN 1106 GODFREY STREET MIDLAND TX 79703			
b Employer's FED ID number	a Employee's SSA number		
65-0076799	XXX-XX-3739		
1 Wages, tips, other comp.	2 Federal income tax withheld		
189799.00	46595.70		
3 Social security wages	4 Social security tax withheld		
168600.00	10453.20		
5 Medicare wages and tips	6 Medicare tax withheld		
189799.00	2752.09		
7 Social security tips	8 Allocated tips		
9	10 Dependent care benefits		
11 Nonqualified plans	12a See instructions for box 12		
	DD 7869.61		
14 Other	12b		
.00 SDI	12c		
1246.74 SDI	12d		
	13 Stat emp.	Ret. plan	3rd party sick pay
15 State	Employer's state ID no.	16 State wages, tips, etc.	
CA	063-6016 8	113340.38	
17 State income tax	18 Local wages, tips, etc.		
11315.70			
19 Local income tax	20 Locality name		

1. Your Gross Pay was adjusted as follows to produce your W-2 Statement.

	Wages, Tips, other Compensation Box 1 of W-2	Social Security Wages Box 3 of W-2	Medicare Wages Box 5 of W-2	CA. State Wages, Tips, Etc. Box 16 of W-2
Gross Pay	191,692.30	191,692.30	191,692.30	114,153.84
Less Other Cafe 125	1,893.30	1,893.30	1,893.30	813.46
Wages Over Limit	N/A	21,199.00	N/A	N/A
Reported W-2 Wages	189,799.00	168,600.00	189,799.00	113,340.38

2. Employee Name and Address.

ARJUN VASAN
1106 GODFREY STREET
MIDLAND TX 79703

© 2024 ADP, Inc.

1 Wages, tips, other comp.	2 Federal income tax withheld		
189799.00	46595.70		
3 Social security wages	4 Social security tax withheld		
168600.00	10453.20		
5 Medicare wages and tips	6 Medicare tax withheld		
189799.00	2752.09		
d Control number	Dept.	Corp.	Employer use only
000214 NCT3/6VW			T 27
c Employer's name, address, and ZIP code			
ADP TOTALSOURCE FL XVII INC CHECKMATE.COM INC. 10200 SUNSET DRIVE MIAMI FL 33173			
b Employer's FED ID number	a Employee's SSA number		
65-0076799	XXX-XX-3739		
7 Social security tips	8 Allocated tips		
9	10 Dependent care benefits		
11 Nonqualified plans	12a See instructions for box 12		
	DD 7869.61		
14 Other	12b		
.00 SDI	12c		
1246.74 SDI	12d		
	13 Stat emp.	Ret. plan	3rd party sick pay
e/f Employee's name, address and ZIP code			
ARJUN VASAN 1106 GODFREY STREET MIDLAND TX 79703			
15 State	Employer's state ID no.	16 State wages, tips, etc.	
CA	063-6016 8	113340.38	
17 State income tax	18 Local wages, tips, etc.		
11315.70			
19 Local income tax	20 Locality name		
Federal Filing Copy			
W-2 Wage and Tax Statement 2024			
Copy B to be filed with employee's Federal Income Tax Return. OMB No. 1545-0008			

1 Wages, tips, other comp.	2 Federal income tax withheld		
189799.00	46595.70		
3 Social security wages	4 Social security tax withheld		
168600.00	10453.20		
5 Medicare wages and tips	6 Medicare tax withheld		
189799.00	2752.09		
d Control number	Dept.	Corp.	Employer use only
000214 NCT3/6VW			T 27
c Employer's name, address, and ZIP code			
ADP TOTALSOURCE FL XVII INC CHECKMATE.COM INC. 10200 SUNSET DRIVE MIAMI FL 33173			
b Employer's FED ID number	a Employee's SSA number		
65-0076799	XXX-XX-3739		
7 Social security tips	8 Allocated tips		
9	10 Dependent care benefits		
11 Nonqualified plans	12a		
14 Other	12b		
1246.74 CA SDI	12c		
	12d		
	13 Stat emp.	Ret. plan	3rd party sick pay
e/f Employee's name, address and ZIP code			
ARJUN VASAN 1106 GODFREY STREET MIDLAND TX 79703			
15 State	Employer's state ID no.	16 State wages, tips, etc.	
CA	063-6016 8	113340.38	
17 State income tax	18 Local wages, tips, etc.		
11315.70			
19 Local income tax	20 Locality name		
CA.State Reference Copy			
W-2 Wage and Tax Statement 2024			
Copy 2 to be filed with employee's State Income Tax Return. OMB No. 1545-0008			

1 Wages, tips, other comp.	2 Federal income tax withheld		
189799.00	46595.70		
3 Social security wages	4 Social security tax withheld		
168600.00	10453.20		
5 Medicare wages and tips	6 Medicare tax withheld		
189799.00	2752.09		
d Control number	Dept.	Corp.	Employer use only
000214 NCT3/6VW			T 27
c Employer's name, address, and ZIP code			
ADP TOTALSOURCE FL XVII INC CHECKMATE.COM INC. 10200 SUNSET DRIVE MIAMI FL 33173			
b Employer's FED ID number	a Employee's SSA number		
65-0076799	XXX-XX-3739		
7 Social security tips	8 Allocated tips		
9	10 Dependent care benefits		
11 Nonqualified plans	12a		
14 Other	12b		
1246.74 CA SDI	12c		
	12d		
	13 Stat emp.	Ret. plan	3rd party sick pay
e/f Employee's name, address and ZIP code			
ARJUN VASAN 1106 GODFREY STREET MIDLAND TX 79703			
15 State	Employer's state ID no.	16 State wages, tips, etc.	
CA	063-6016 8	113340.38	
17 State income tax	18 Local wages, tips, etc.		
11315.70			
19 Local income tax	20 Locality name		
CA.State Filing Copy			
W-2 Wage and Tax Statement 2024			
Copy 2 to be filed with employee's State Income Tax Return. OMB No. 1545-0008			

EXHIBIT C

Pay Summary: **2024 - 52 - 1**

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC. 3001 Bishop Dr San Ramon, CA 94583	Period Beginning Date 12/14/2024	Pay Date 12/27/2024	Co. 6VW	Clock XN50K	Home Dept
Arjun Vasan 1106 Godfrey Street Midland, TX 79703	Period Ending Date 12/27/2024	WGPS Advance Pay Date	File # 000214	Number 00000000	

Gross Pay	\$ 0.00
-----------	---------

Regular

Overtime

Basis of Pay: SALARY

Taxes	\$ 0.00
-------	---------

Deductions	\$ 0.00
------------	---------

Take Home	\$ 0.00
-----------	---------

Other Details

Memos

HLTH PLAN VALUE	7,869.61
-----------------	----------

Pay Summary: 2024 - 46 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC. 3001 Bishop Dr San Ramon, CA 94583	Period Beginning Date 11/2/2024	Pay Date 11/15/2024	Co. 6VW	Clock XN50K	Home Dept
Arjun Vasan 1106 Godfrey Street Midland, TX 79703	Period Ending Date 11/15/2024	WGPS Advance Pay Date	File # 000214	Number 00460009	

Gross Pay				\$ 2,153.85
Regular	Rate: 10,769.2300	Hours: 16.00		\$ 2,153.85

Total Hours Worked: 16

Basis of Pay: SALARY

Taxes		\$ 195.24
Federal Income Tax		\$ 165.96
Medicare		\$ 29.28

Deductions		\$ 134.98
32 - MEDICAL		\$ 129.15
33 - TS DENTAL		\$ 5.09
34 - TS VISION		\$ 0.74

Take Home		\$ 1,823.63
CHECKING 2ND		\$ 250.00
CHECKING		\$ 1,573.63

Other Details

Memos		
ELIGIBLE EARNS		2,153.85

Pay Summary: 2024 - 44 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC. 3001 Bishop Dr San Ramon, CA 94583	Period Beginning Date 10/19/2024	Pay Date 11/1/2024	Co. 6VW	Clock XN50K	Home Dept
Arjun Vasan 1106 Godfrey Street Midland, TX 79703	Period Ending Date 11/1/2024	WGPS Advance Pay Date	File # 000214	Number 00440009	

Gross Pay				\$ 10,769.23
Regular	Rate: 10,769.2300	Hours: 80.00		\$ 10,769.23

Total Hours Worked: 80

Basis of Pay: SALARY

Taxes		\$ 2,540.21
Federal Income Tax		\$ 2,386.02
Medicare		\$ 154.19

Deductions		\$ 134.98
32 - MEDICAL		\$ 129.15
33 - TS DENTAL		\$ 5.09
34 - TS VISION		\$ 0.74

Take Home		\$ 8,094.04
CHECKING 2ND		\$ 250.00
CHECKING		\$ 7,844.04

Other Details

Memos		
ELIGIBLE EARNS		10,769.23

Pay Summary: 2024 - 42 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC.
3001 Bishop Dr
San Ramon, CA 94583

Arjun Vasan
1106 Godfrey Street
Midland, TX 79703

Period Beginning Date 10/5/2024	Pay Date 10/18/2024	Co. 6VW	Clock XN50K	Home Dept
Period Ending Date 10/18/2024	WGPS Advance Pay Date	File # 000214	Number 00420009	

Gross Pay				\$ 10,769.23
-----------	--	--	--	--------------

Regular	Rate: 10,769.2300	Hours: 80.00	\$ 10,769.23
---------	-------------------	--------------	--------------

Total Hours Worked: 80

Basis of Pay: SALARY

Taxes	\$ 2,669.70
-------	-------------

Federal Income Tax	\$ 2,386.02
--------------------	-------------

Social Security	\$ 129.48
-----------------	-----------

Medicare	\$ 154.20
----------	-----------

Deductions	\$ 134.98
------------	-----------

32 - MEDICAL	\$ 129.15
--------------	-----------

33 - TS DENTAL	\$ 5.09
----------------	---------

34 - TS VISION	\$ 0.74
----------------	---------

Take Home	\$ 7,964.55
-----------	-------------

CHECKING 2ND	\$ 250.00
--------------	-----------

CHECKING	\$ 7,714.55
----------	-------------

Other Details

Memos

ELIGIBLE EARNS	10,769.23
----------------	-----------

Pay Summary: 2024 - 40 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC.
3001 Bishop Dr
San Ramon, CA 94583

Arjun Vasan
1106 Godfrey Street
Midland, TX 79703

Period Beginning Date 9/21/2024	Pay Date 10/4/2024	Co. 6VW	Clock XN50K	Home Dept
Period Ending Date 10/4/2024	WGPS Advance Pay Date	File # 000214	Number 55309650	

Gross Pay	\$ 10,769.23
-----------	--------------

Regular	Rate: 10,769.2300	Hours: 80.00	\$ 10,769.23
---------	-------------------	--------------	--------------

Total Hours Worked: 80

Basis of Pay: SALARY

Taxes	\$ 3,199.54
-------	-------------

Federal Income Tax	\$ 2,386.02
--------------------	-------------

Social Security	\$ 659.32
-----------------	-----------

Medicare	\$ 154.20
----------	-----------

Deductions	\$ 134.98
------------	-----------

32 - MEDICAL	\$ 129.15
--------------	-----------

33 - TS DENTAL	\$ 5.09
----------------	---------

34 - TS VISION	\$ 0.74
----------------	---------

Take Home	\$ 7,434.71
-----------	-------------

CHECKING 2ND	\$ 250.00
--------------	-----------

Net Pay	\$ 7,184.71
---------	-------------

Other Details

Memos

ELIGIBLE EARNS	10,769.23
----------------	-----------

Pay Summary: 2024 - 38 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC. 3001 Bishop Dr San Ramon, CA 94583	Period Beginning Date 9/7/2024	Pay Date 9/20/2024	Co. 6VW	Clock XN50K	Home Dept
Arjun Vasan 1106 Godfrey Street Midland, TX 79703	Period Ending Date 9/20/2024	WGPS Advance Pay Date	File # 000214	Number 00380010	

Gross Pay				\$ 10,769.23
Regular	Rate: 10,769.2300	Hours: 80.00		\$ 10,769.23

Total Hours Worked: 80

Basis of Pay: SALARY

Taxes		\$ 3,199.54
Federal Income Tax		\$ 2,386.02
Social Security		\$ 659.33
Medicare		\$ 154.19

Deductions		\$ 134.98
32 - MEDICAL		\$ 129.15
33 - TS DENTAL		\$ 5.09
34 - TS VISION		\$ 0.74

Take Home		\$ 7,434.71
CHECKING 2ND		\$ 7,434.71

Other Details

Memos		
ELIGIBLE EARNS		10,769.23

Pay Summary: 2024 - 38 - 1

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC. 3001 Bishop Dr San Ramon, CA 94583	Period Beginning Date 9/7/2024	Pay Date 9/20/2024	Co. 6VW	Clock XN50K	Home Dept
Arjun Vasan 1106 Godfrey Street Midland, TX 79703	Period Ending Date 9/20/2024	WGPS Advance Pay Date	File # 000214	Number 00000000	

Gross Pay				\$ 31,307.69
Regular	Rate: 10,769.2300	Hours: 240.00		\$ 31,307.69

Total Hours Worked: 240

Basis of Pay: SALARY

Taxes		\$ 9,598.62
Federal Income Tax		\$ 7,158.06
Social Security		\$ 1,977.97
Medicare		\$ 462.59

Deductions		\$ 21,709.07
32 - MEDICAL		\$ 387.45
33 - TS DENTAL		\$ 15.27
34 - TS VISION		\$ 2.22
6 - PREPAY		\$ 21,304.13

Take Home		\$ 0.00
-----------	--	---------

Other Details

Memos		
ELIGIBLE EARNS		32,307.69

Pay Summary: **2024 - 38 - 1**

This summary is a record of a payment issued and not an image of the actual pay statement.

CHECKMATE.COM INC.
3001 Bishop Dr
San Ramon, CA 94583

Arjun Vasan
1106 Godfrey Street
Midland, TX 79703

Period Beginning Date 9/7/2024	Pay Date 9/20/2024	Co. 6VW	Clock XN50K	Home Dept
Period Ending Date 9/20/2024	WGPS Advance Pay Date	File # 000214	Number 00000000	

Gross Pay		\$ 1,000.00
Regular	Rate: 10,769.2300	\$ 1,000.00
Basis of Pay: SALARY		
Taxes		\$ 0.00
Deductions		\$ 1,000.00
6 - PREPAY		\$ 1,000.00
Take Home		\$ 0.00

EXHIBIT D

On Sun, Nov 3, 2024 at 9:59 PM Amy Brown <amy.brown@itsacheckmate.com> wrote:
Hello Arj,

This email is to inform you that Security has disabled your access to Slack and your Checkmate email in keeping with our security guidelines.

Also, I need confirmation if you will be returning to work on Wednesday, November 6th since the two weeks of leave will end at this time.

If you need to stay out on leave, let me know how long your doctor is wanting you off work as soon as possible. Please note, if you do continue needing a personal leave, the rest of the time will be unpaid.

If you have any other questions, let me know.

Regards,

Amy Brown
Vice President of Human Resources | U.S.
+1 855.953.4340

This email (covered by the Electronic Communications Privacy Act 18 U.S.C. Section 2510-2521) is confidential and may contain information that is privileged or exempt from disclosure under applicable law. If you have received it in error, please notify the sender by return email and delete this message.

This email (covered by the Electronic Communications Privacy Act 18 U.S.C. Section 2510-2521) is confidential and may contain information that is privileged or exempt from disclosure under applicable law. If you have received it in error, please notify the sender by return email and delete this message.

This email (covered by the Electronic Communications Privacy Act 18 U.S.C. Section 2510-2521) is confidential and may contain information that is privileged or exempt from disclosure under applicable law. If you have received it in error, please notify the sender by return email and delete this message.

This email (covered by the Electronic Communications Privacy Act 18 U.S.C. Section 2510-2521) is confidential and may contain information that is privileged or exempt from disclosure under applicable law. If you have received it in error, please notify the sender by return email and delete this message.